**INSTRUCTIONS FOR ROLE PLAY**Show a short drama, representing the four different qualities. Play them in extremes.
Perhaps be two people and first do RED and GREEN, then BLUE and YELLOW.
Wear something in the respective colors, to show who you are playing.

**Note: PLAY OUT your role, OVERDO IT, to show the differences.**
Make it to the extreme, to show the core characteristic! Know the other colour types, so you can relate your role to them - play ‘against’ them to bring life to your role.

Like: The RED says it is important that we all feel good.
The GREEN continues and say: no, it is more important that we reach our set goals!
The YELLOW says, ohh, we can always change if something new comes up.
The BLUE says; no, we must always stick to the original vision and align to that.

**Use the room, practically and play with yourselves:**Green organizes things, makes a new list of something
Blue goes to the poster with expectations and start thinking
(green comes and say: well, what can we do? Stop thinking – act!)
Red goes to a person and ask – gently attentive and a bit worried – if he/she is okay?
Yellow will reorganize the entire room or go outside. Blue says: Is that part of the intention?
Green says: How will this fit at all, we will be late for the programme! Be worried about time.
Red says: Have you asked the group what they want, to feel safe and comfy here?

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| **RED** | * Ask questions to the participants, what are their needs, challenges, etc. 🡪 recognition
* Values joint activities; having fun together 🡪 “if it’s not fun, it’s not sustainable”
* Sharing in the group: “what are you plans for the next three months?”, “how busy are we?” 🡪 private share 🡪 involving the participants as people with personal backgrounds
* Builds a team spirit/build a community, getting to know the others well and not just focus on content matters.

***Sentences to use during roleplay:*** *For me, it’s important that people have a good time. If somebody is not being heard, it’s very important to let them speak. I think we should have a group process in a circle if someone has a problem in the groupOffering massages to each other could ease the tension.Let’s make sure we can all see each other. It’s sad if a chair is missing for someone. If we have empty seats it also makes me uncomfortable.* *The process is much more important to me than what we achieve. We must feel good.I think it’s very important that we have a care taker, to meet everyone’s needs. Family group time is very important – and mentors – and buddies – and snack people. We should have personal mood check in’s whenever we start something new.* *We should always be in touch with our emotional side. That is very important.* *I feel something in the energy here… in the group. Something that affect my whole system, body and mind.*  |
| **BLUE** | * Every participant must read through all the background materials about the organisation before they start, induction should be over 3 months for them to really work aligned with our values. Take this and this and this (handing out big files of text)
* It is important to know about gender issues within the group. Why do we have most female participants? How does that influence our learning space? What do we reproduce here? What does it take from each of these gender groups to change this? This is SO interesting!
* It is important that the person suggesting an activity must explain its purpose 🡪 very important to reason why we do things before we do them.
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| **GREEN** | * I will organize a Dropbox folder to organize our shared work. I will do it in a smart way, so everyone can contribute – I know the difference between dropbox, google drive etc.
* I think we need a list 🡪 making sure that everybody knows what the others are doing … and what we must do. I will make the daily program nicely. And it has to be on the wall!
* We should have a welcome package, a structure of how to welcome new people
* I oversee formal procedures of how to get refunds for activities; transport etc.

***SENTENSES:*** *The agenda – note books – pens – should be ready for each meeting. I will do that. Let’s make sure all is purchased the day before we need the materials. If you need it tomorrow, better tell me today, so I am well prepared with my tasks.* *I can make a schedule for that – a Dropbox folder for this – a doodle to find a time! Uses all kind of practical tools to arrange processes – trello, doodle, dropbox, google. I can make a folder structure and organize things, so we can always find them! I will do it so nobody messes with my system! I volunteer to take minutes as I like it ‘my way’.**It’s important that things work. If I have a problem with a printer, I make sure it’s fixed, so everything will work! I will connect to the caretakers, the kitchen personnel, the bus drivers etc. if we are to arrange a trip or a training course.**I am the one to arrange the chairs, way before time. And make sure we have a trash box for paper and another for general trash. I have an eye for detail – and I like it!*  |
| **YELLOW** | * (Danger of coming into critical zone) or letting others go where they do not feel safe…
* Will establish an open comment box 🡪 remaining open minded to new ideas
* An initiative pool 🡪 new suggestions with elaborated arguments of purpose
* Recruiting people with different backgrounds/profiles 🡪 new ways of recruiting and a desire to include all kind of people. Does not look for harmony, but diversity, challenge and inspiration.

*I am the one who always make sure we try out new things. Nothing should be set as it has always been – all is up for negotiation!**I think we should have a new energizer each time we meet – to spark inspiration!**Let’s challenge the structures and make something new!The others are too slow and conservative!*   |